

EXHIBIT 210

**to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs**

REDACTED VERSION

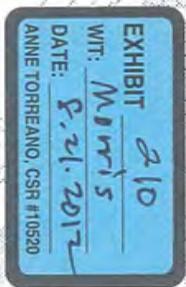
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Adobe® Q1 Workforce Metrics

As of 4 March 2005

Theresa Townsley
SVP, Human Resources

210.1



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Talent Acquisition

Regular Reqs Filled Last 4 Quarters

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110.2

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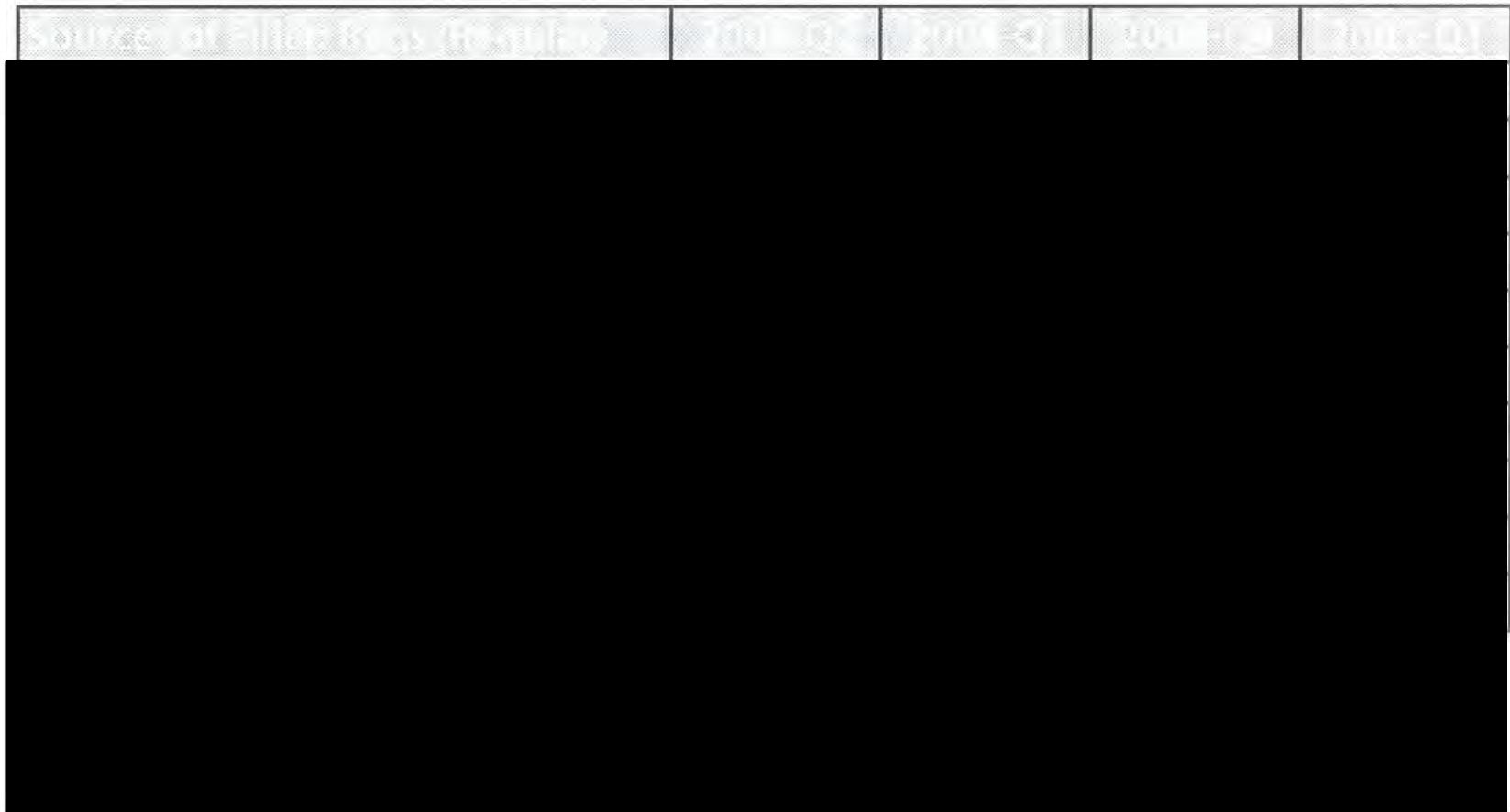
Talent Acquisition Average Days to Fill - Last 4 Quarters

210.3
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Talent Acquisition – Sources for Filled Regular Requisitions



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Talent Acquisition

15 Most Common Previous Employers

Previous Employer	2004 Q2	2004 Q3	2004 Q4	2005 Q1	Grand Total

Does not include Temp to Reg or Acquisition

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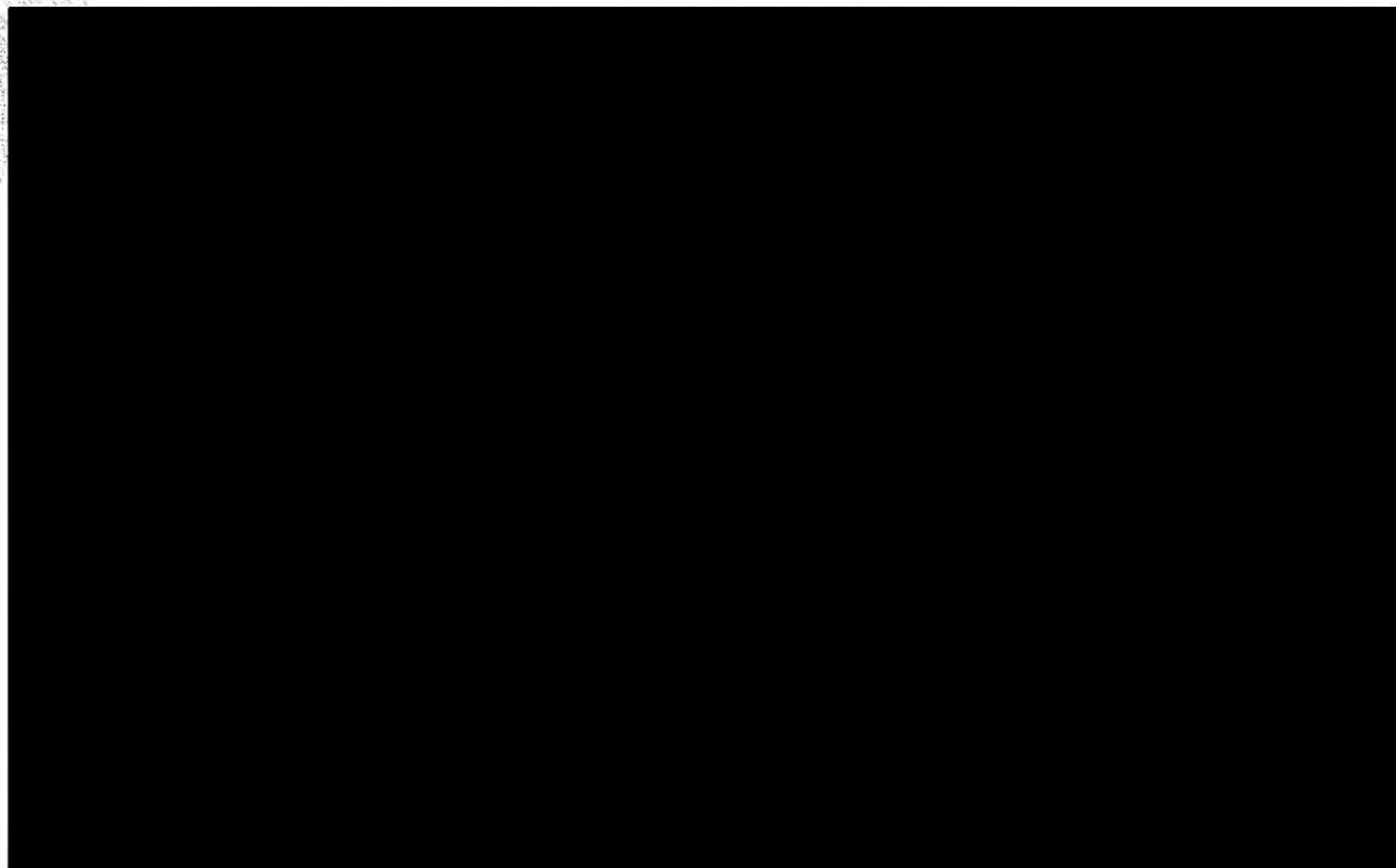
By E Team Member Regular & Intern Employees Worldwide

210.6
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By Geography Regular & Intern Employees



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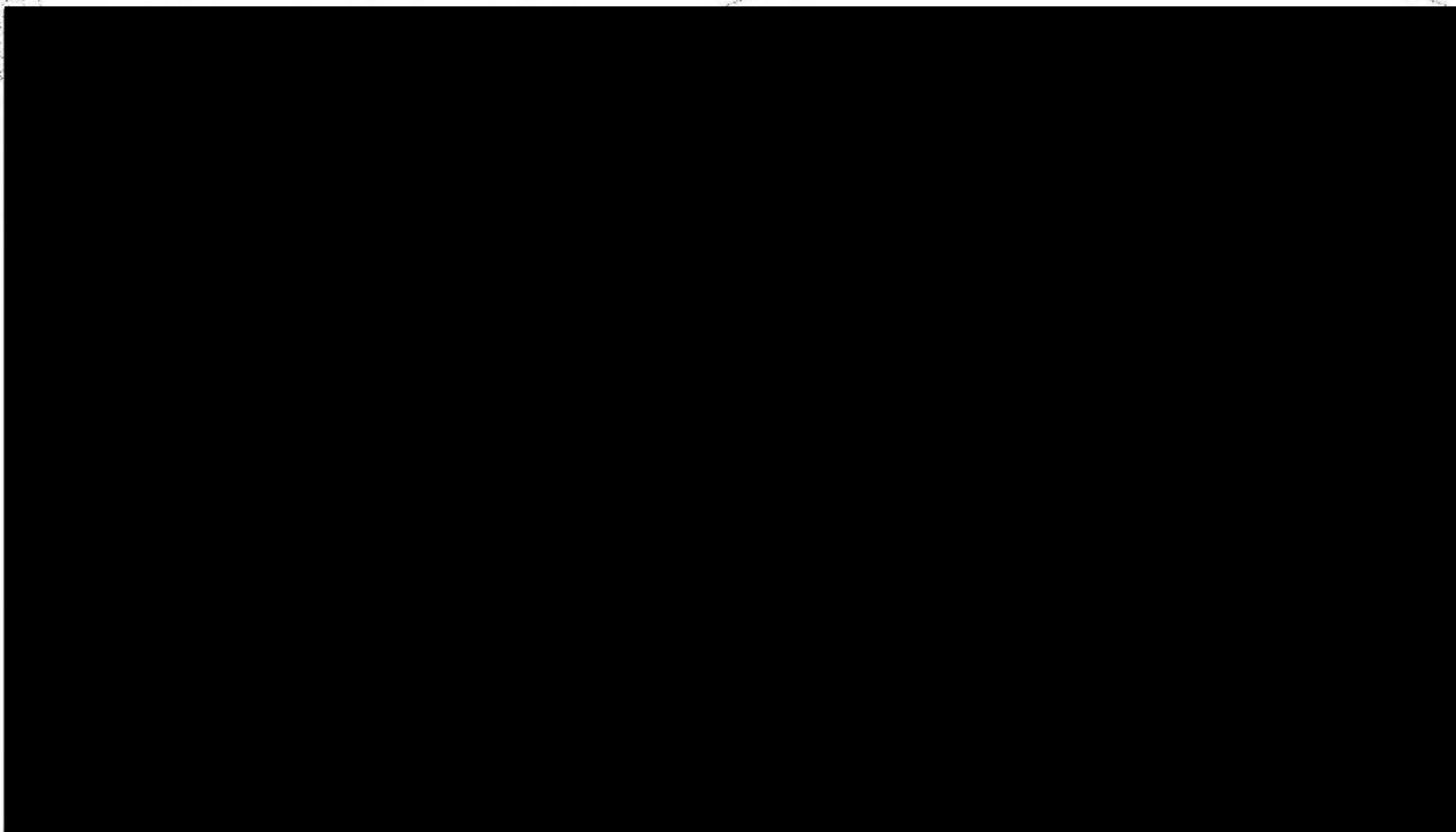
Full Years Since Hired by Adobe Regular Employees- as of Q1 2005

210.8

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Worldwide Worker Trend Last 4 Quarters



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Worldwide Voluntary Attrition

Regular Employees – Last 3 Years

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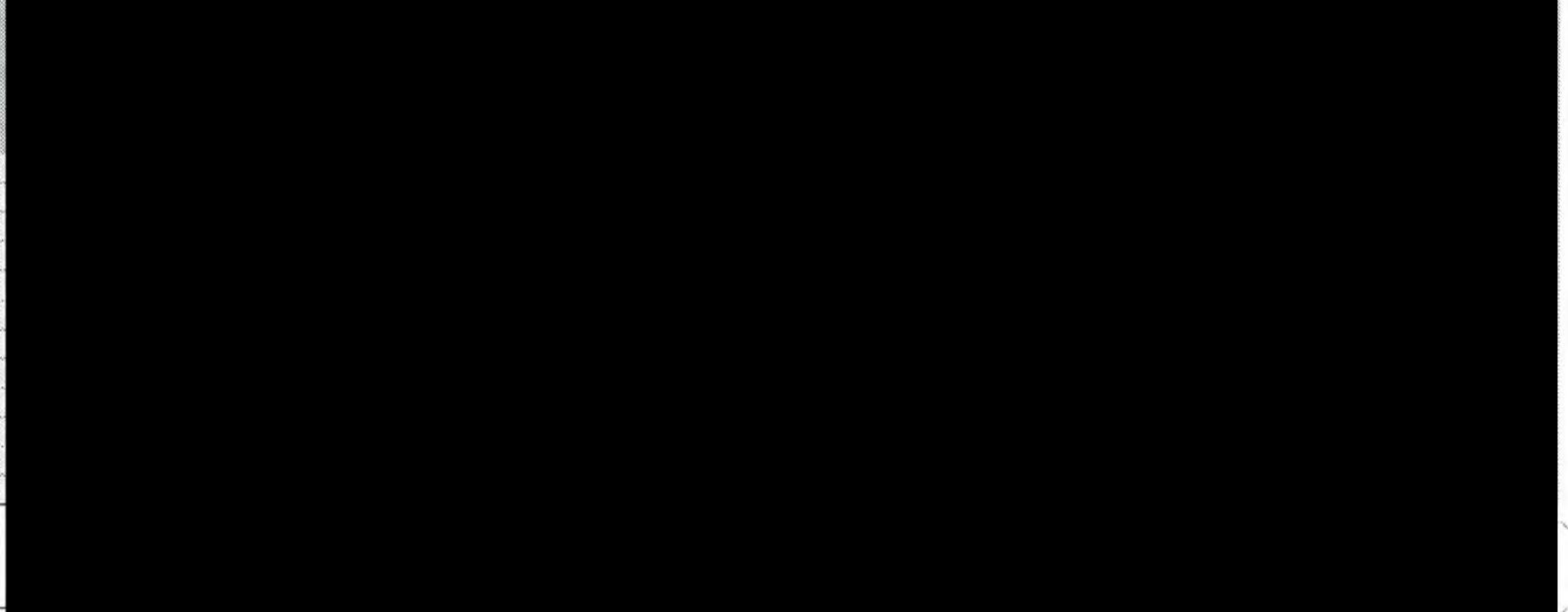
Adobe

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Worldwide Attrition

Regular Employees - Last 12 Months

Worldwide Regular Attrition Data as of March 4, 2005



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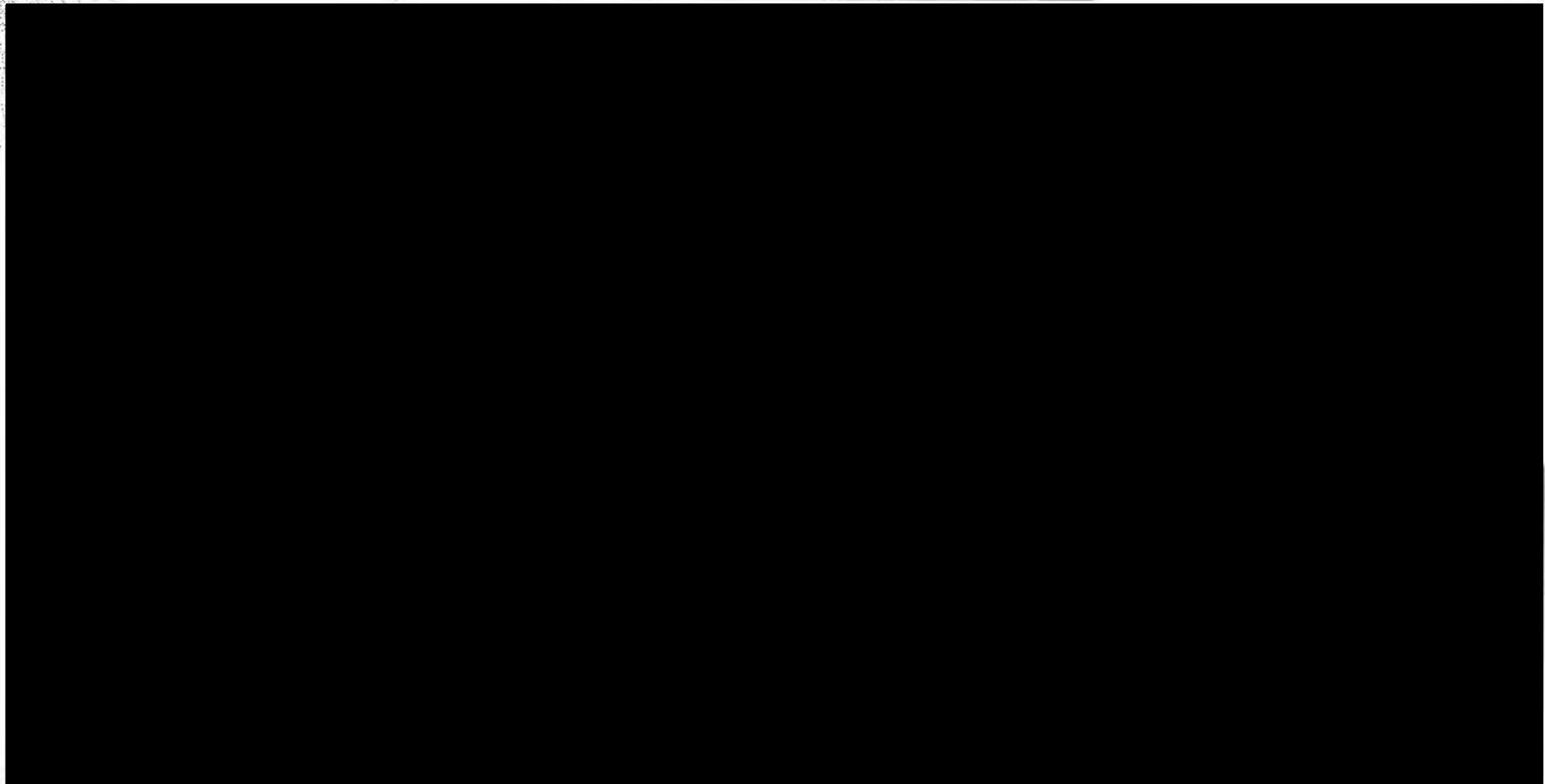
10.11

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Worldwide Attrition - Last 4 Qtrs

Regular Employees By Ranking



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Reasons for Leaving Voluntary Terminations Last 4 Quarters

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